

*Stellingen*

1. Providing paid care leave is necessary in order to increase women's employment levels and protect women's equal opportunity rights; but this must also include men's right to give care if traditional gendered divisions of labor are to fade.
2. Even with the existence of paid family leave policies, gender equality will not be achieved unless organizational work culture changes from the male model of work (which assumes each employee has a full time housewife at home) to the "dual earner / dual carer" norm.
3. Mothers are keen to acknowledge their partner's involvement in caregiving as helping them combine employment with care, but fathers consistently fail to mention their partner's role in caregiving as helping them be working fathers.
4. Fathers who spent equal time as the mother caring for their children reported care work as harder than their regular job and were emphatic that people recognize their care days not as "free days" or special "daddy time" but as care work days.
5. In contrast to the Dutch case, most U.S. states lack standardized paid parental leave policies so many American single mothers continue to suffer after childbirth physically, emotionally, and financially.
6. The fact that American women do not have a federally protected right to paid maternity leave causes most mothers to feel forced to leave their infants in day care before they would ordinarily feel comfortable doing so.
7. It is the custom for Dutch mothers to make four trips to their child's school everyday, leaving only a 3 hour space in the morning and a 2 hour space in the afternoon without children in their care. If children staying at school for lunch became the norm, Dutch women would have more time-space opportunities for a career outside of the home.
8. The United States government is not Pro-Life, it is Pro-Birth; because once a child is born there are very few protective social policies for parents and their families.
9. Couple-level analysis gives unique insight into the interaction between individual male and female gender constructions and thus is a necessary component of qualitative research which analyzes the best social policies for gender equality.
10. Countries that offer universal child care and paid leave policies which equalize roles for men and women have the best chance to cope with the demographic shifts of the 21<sup>st</sup> century.

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